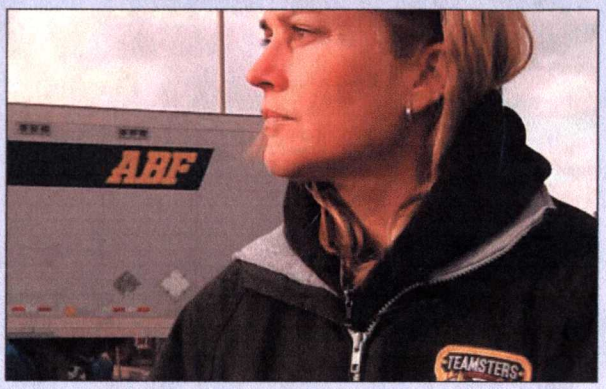
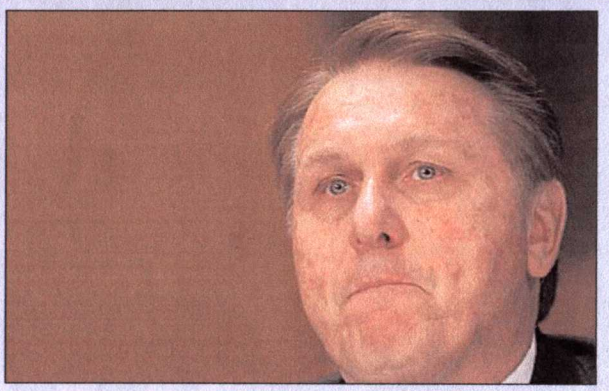
FIVE THINGS SANDY POPE CAN DO BETTER THAN HOFFA





1. Drive a tractor trailer

Sandy Pope started as a freight Teamster in 1979 and worked her way up the ranks.

Hoffa's only experience with working Teamsters is posing for PR shots.

2. Negotiate strong contracts

Sandy Pope won strong contracts that protect members' wages and benefits in tough economy. As International Rep, Sandy was assigned to turn around troubled negotiations and deliver for the members.

Hoffa has negotiated the worst concessions in Teamster history in every national contract—even at UPS, when the company was making record profits!

3. Restore cut benefits

Sandy Pope reversed pension cuts in her local by suing employers. After the stock market crashed, she won record increases from Local 805's largest employer to protect members' benefits and keep her local's Pension Fund on track to full funding.

Under Hoffa, Teamsters have been hit with the worst pension cuts in our union's history—and the Central States Pension Fund has been run into the ground.

4. Take on the nonunion competition

Sandy Pope came off the truck to work as a Teamster Organizer. She's coordinated aggressive campaigns to take on nonunion competitors that are undercutting Teamster jobs—in freight, warehousing, and other Teamster industries.

Under Hoffa, our union has continually lost members. He has no strategy for organizing in core industries or to help local unions organize the nonunion competition.

5. Fight for all Teamster members

As a Local Union President and International Representative, **Sandy Pope** has won good contracts and benefits for members who are covered by local contracts—the kind of agreements most Teamsters work under.

Hoffa has never negotiated a local union contract or served as a local union officer. He's out of touch with the problems of members and local union officers.

www.SandyPope2011.org • facebook.com/sandypope2011 • (718) 282-0282

SANDY POPE

FOR TEAMSTER GENERAL PRESIDENT ■ SANDYPOPE2011.ORG

Sandy Pope: A Proven Teamster Leader

A former truck driver, warehouse worker and steelhauler, Sandy Pope is a national leader in the Teamsters Union with a proven track record of standing up for working people in tough economic times.

The President of Local 805 in New York City, Sandy is known as a no-nonsense, aggressive Teamster leader who negotiates strong contracts, protects workers' healthcare and pensions, and takes on nonunion competitors who are undermining good Teamster jobs. .

Sandy Pope was the leading vote-getter against Hoffa's slate in the last Teamster election in 2006. Pope won 100,000 votes as a candidate for Secretary Treasurer, the number two position in the union.

Sandy Pope has a long and proud history in the Teamsters Union. She has been an organizer, Business Agent, Local Union President, and International Representative.

Sandy became a Teamster in 1978 and worked as a warehouse selector and steelhauler before going to work in the freight industry as a driver and dock worker in Cleveland Local 407. As a rank-and-file Teamster, she helped organize a successful month-long strike of Teamster Steelhaulers, an early experience of real Teamster Power.

Sandy's talents were recognized by Local 407 President Sam Theodus, and she was put to work as a Teamster organizer in 1985.

Sandy worked as the Executive Director of the Coalition of Labor Union Women, training and involving new leaders in the labor movement, especially women and minorities.

Sandy was hired by General President Ron Carey in the 1990s to work for the IBT, including as an International Representative assigned to the Warehouse Division. Sandy worked with Local Unions across the country to win good contracts and take on the nonunion competition.

In 1999, Sandy went to work for Local 805. In 2004, the union's president cut a deal with employers to slash members' pension accrual to zero. Sandy united with rank-and-file members to take back the local. They won and Sandy has served as Local 805 President ever since.

In a tough economy, Sandy has negotiated contracts that have protected members' health benefits and pensions. She's mobilized members and joined forces with other Teamster locals and community groups to take on nonunion competitors who are threatening good union jobs.

A national Teamster reform leader and outspoken figure in the New York labor movement, Sandy was recognized by veteran labor columnist Tom Robbins as an "Unsung Hero in a City of Celebrity."

For more information on Teamsters Local 805, see www.TeamstersLocal805.org

Sandy is a proud mom with two kids. A black belt in Tae Kwon Do, Sandy's interests include kick boxing, running and teaching labor studies.

Reform Constitutional Amendments and Resolutions Submitted to the IBT Convention

A. Constitutional Amendments Submitted by Sandy Pope, Local 805, and Andy Damis, Local 2000

1. AMENDMENT TO IBT CONSTITUTION—PREAMBLE

Coordinated International campaigns to meet the challenges of the global economy

ADD the following after paragraph four (4)

To meet the challenges of the global economy and maximize our Union's leverage against multinational corporations, the International must unite members and local unions in coordinated national and international action. Wherever possible, the International will help members and local unions increase their bargaining power through coordinated bargaining, master agreements, strategic organizing campaigns, and other national and international coordinated actions to build the power of workers in our jurisdiction and of workers everywhere.

2. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE I

Update the name of our union to make it more inclusive of all Teamsters

Amend Section 1 to change the name of our union to the *Teamsters International Union.*

3. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE II

To prevent Teamster officials from taking union information and connections to work in labor relations against Teamster members.

Amendment to Article II, ADD new Section 4(i) at the end:

Anyone who becomes an officer or full-time agent or representative of a Local Union or other affiliate or the International Union shall be required to execute an agreement, prepared by the International Union, which shall obligate the individual from accepting any management or labor relations position, or consulting relationship with any employer (or their bargaining agent, law firm, etc.) which has a bargaining relationship with the Teamsters Union, for five years after leaving office or the employ of the Union.

4. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE III

To Provide for Election of All Delegates to IBT Conventions In Mail Ballot, Impartially-Supervised Elections Under the Rules

Amendment to Article III, Section 5

DELETE the **bold type** paragraphs of 5(a)(1) through 5(a)(5), to guarantee the continued election of all delegates to IBT Conventions. Also delete the **bold type** of Article II, Section 4(g), to protect the membership's right to elect delegates.

ALSO ADD a new paragraph to this section, 5(a)(3):

Delegate elections shall be conducted by mail ballot, under Rules which are the same as the Rules for the 2000-2001 IBT Delegate Elections, with an Election Administrator appointed and approved by the same process used in the 2000-2001 election. (Any changes in the Rules can only be made by the same approval process as in the 2000-2001 election.)

ALSO, eliminate all appointed delegates: DELETE language in paragraph 5(c), which allows International officers, representatives, organizers and auditors to be non-elected delegates. Also DELETE paragraphs 5(d) and 5(e) which permit all Joint Councils and Conferences to send appointed, non-elected delegates.

5. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE IV

To provide for rank and file membership vote on International Union Trustees.

Amend Article IV, Section 2(b) to provide that the three Trustees shall be nominated at the IBT Convention in the same manner as other officers, and elected in the same manner as other officers.

6. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE IV

To protect the members' Right to Vote for IBT Officers in secret mail ballot elections, with impartial supervision and rules.

Amend Article IV, Section 3(c) by SUBSTITUTING for existing language:

All rank and file voting shall be by secret mail ballot. The election shall be supervised by an Election Administrator, who shall be selected and approved in the same manner as in the 2000-2001 election, and under the Rules that govern the 2000-2001 election. Any changes to the Rules can only be made by the approval method used in the 2000-2001 election.

7. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE V

Limit International Salaries to $150,000 and eliminate multiple salaries paid by International Union

Proposed Amendment to Article V, Section 1 (a)

Replace the first two sentences with: *The salary of the General President shall be $150,000 per year. The salary of the General Secretary Treasurer shall be $125,000 per year.*

Replace the third paragraph with: *No officer or agent of this union or any affiliate shall receive a salary or aggregate salaries higher than that provided for the General President. No salaried officer or employee of the International Union shall receive an additional salary from another affiliate.*

8. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE V

End the practice of having the International Union and certain affiliates pay the employee portion of FICA taxes.

Amend Article V, Section 1. ADD new paragraph (i) at the send of Section 1:

No officers, agents, or representatives of the International Union shall have their FICA or other mandatory employee portion of taxes paid by the Union. (This shall not apply to any employee covered by a bona fide collective bargaining agreement.)

9. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE V

Eliminate the luxury "Travel Provision" for the General President.

Amend Article V, Section 2, by DELETING the section entirely.

10. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE XV

To eliminate wasteful multiple salaries paid by Joint Councils (as provided in the Model Bylaws for Joint Councils, such as those that govern JC 1.)

Amend Article XV. ADD new section at the end, a new Section 8.

No Joint Council officer or employee who receives a full-time salary from a Local Union shall, in addition, receive any salary from the Joint Council. This shall not prohibit the payment of legitimate expenses.

11. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE XXII

Election of Shop Stewards by the Members They Serve

Amendment to Article XXII

ADD A NEW SECTION 2. (Renumber following articles)

Stewards shall be elected by secret ballot voting of the affected membership unit, with elections no less often than every three years. Local unions shall have written policies regarding the conduct, frequency and membership rights in such elections. In exceptional cases, where local unions determine that election of stewards for a certain unit is not possible or practical, such exceptions shall be explained in the written policies.

12. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE XXII

Restore Local Autonomy with Respect to Selection of Business Agents

DELETE one sentence and a portion of another, in Section 8.

DELETE from the second sentence: *"...provided that the Local Union Bylaws adopted at the time of the adoption of the 1981 Constitution contained provisions permitting such election."*

And DELETE the fourth sentence *"After the date of adoption of the 1981 Constitution, no Local Union may amend its bylaws to provide for the election of Business Agents, Assistant Business Agents, or other Local Union employees other than the officers comprising the Local Union Executive Board."*

B. Constitutional Amendments Submitted by Andy Damis, Local 2000

1. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE II

ADD new Section 3 (renumber remaining sections)

MEMBERSHIP BILL OF RIGHTS

Preamble. The Teamsters Union belongs to its members and membership involvement is the source of our union's strength, power and integrity. Accordingly, the members of this union enjoy inalienable rights to participate in the decisions that affect them. These rights shall not be limited to the legal minimum possible, but shall be maximized to bring all members into full participation. The following are specific rights that shall not be abridged:

1. *The Right to Participate.* All members shall have the right to participate in meetings, elections and all other aspects of the Union without fear of intimidation, discrimination or retaliation of any kind.

2. *The Right to Information.* All members shall be entitled to receive from their Local Union a copy of their contract along with any supplements or written addenda, Local Union bylaws, International Constitution, and (if applicable) the Local Union's most recent LM-2 or LM-3 financial report. Where a significant number of affected members speak a language different from the language that the documents are prepared in, such documents shall be translated and made available.

3. *The Right to Elect Stewards.* Where applicable, members shall have the periodic right to elect by secret ballot their shop steward, subject to reasonable written rules. (Where exceptional circumstances make this impractical for a certain unit, written policies shall explain such exception.)

4. *The Right to Participate in Bargaining.* All affected members shall be entitled to elect members to be part of the bargaining committee for local contracts, or have elected stewards as a part of such committee. All members shall have a right to a secret ballot vote on contracts and amendments to contracts, and to have a written copy of such changes prior to voting on them.

5. *The Right to Attend Meetings.* All members shall have the right to attend, participate and make motions in Local Union meetings. Further, members shall have the right to attend, as observers, meetings of the joint council, region, or conferences to which their Local Union is affiliated.

6. *The Right to Approve Salaries of Officers.* Members shall have the right to vote on approval of salary increases for Local Union officers and agents, at a meeting where proper advance notice has been given that such a vote shall be taken.

7. *The Right to Vote on Merging or Dissolving Local Unions.* No Local Union shall be merged, dissolved or split without an affirmative referendum vote of the affected members of the Local Union. The referendum shall be conducted by secret ballot voting, with a provision for equal space for pro and con arguments provided to all members with the ballot materials.

8. *The Right to Participate in Fair Local Union Elections.* Local Unions, as well as the International Union, shall conduct officer elections by mail ballot voting, and such elections shall be conducted by an impartial agency.

9. *The Right to Accountable Health & Welfare and Pension Trustees.* Where members participate in benefit funds that are governed by union agents or jointly by union and employer agents, members shall be assured of accountability of those trustees selected by the union. This accountability shall be through direct election or other means which provide meaningful input from affected members.

10. *The Right to Fair Representation.* Members are entitled to have their grievances decided fairly and processed promptly. Grievants and stewards shall be informed of the time and place of any hearings, and have a right to attend. In cases where the Union declines to process a grievance, the member is entitled to an explanation.

2. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE II

To Remove Restrictive Rule and Allow More Membership Participation

Amendment to Article II, Section 4(a)(1)

Amend the Second Sentence to Read:

"Continuous good standing" means no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments.

[This amendment deletes the needless restrictive language that makes a member ineligible merely due to tardy payment of dues, which may be due to layoff, OJI, or illness.]

3. AMENDMENT TO THE IBT CONSTITUTION—ARTICLE IX

Membership Vote Required For Merger or Dissolution of Local Unions

Amendment to Article IX, Section 11.

REPLACE the second paragraph with:

No Local Unions shall be merged, dissolved or split without an affirmative referendum vote of the affected members of the Local Union. The referendum shall be conducted by secret mail ballot voting, with a provision for equal space for pro and con arguments provided to all members with the ballot materials.

C. Constitutional Amendment Submitted by Bob Krabbe and Other Local 2000 Delegates

AMENDMENT TO THE IBT CONSTITUTION—ARTICLE II

To Not Allow Discrimination in Our Union based on Sexual Orientation

ADD to Article II, Section 2(g),

"Sexual orientation" to the list in the first sentence.

D. Resolutions

Various resolutions were submitted by Frank Burdell, Local 407 and Rank & File Power Slate candidate in the Central Region, Sandy Pope, and Andy Damis

RESOLUTION BEFORE THE IBT CONVENTION MEETINGS OF THE TEAMSTERS UNION

WHEREAS, the resources of our great union belong to the members and are to be used solely to advance the interests of our members and our union; and

WHEREAS, conferences and meetings of our union are an important public face to our members, and involve the expenditure of considerable union resources; and

WHEREAS, maximum membership involvement in our union will make our union stronger and more unified,

THEREFORE BE IT RESOLVED that all meetings and conferences of Joint Councils, Regions, and Conferences of this union shall be held within the geographic territory served by those affiliates; and

BE IT FURTHER RESOLVED that such conferences be open to members from the applicable council, region or conference, who may come as guests; and

BE IT FURTHER RESOLVED that it is the policy of our great union that such conferences not be held at country clubs and golf resorts in resort areas, but rather in non-entertainment, non-resort facilities more appropriate to working conferences of Teamsters.

RESOLUTION BEFORE THE IBT CONVENTION STRENGTH AND UNITY THROUGH DIVERSITY

WHEREAS, a strong Teamsters Union requires the involvement of all our members who come from diverse backgrounds; and

WHEREAS, in 1992 we established our Human Rights Commission to further the process of involving our diverse communities of members; and

WHEREAS, in order to unify *all* Teamsters, we must promote diversity in the leadership of our Union at all levels, including the highest levels, with a leadership that truly reflects our membership and our goals; and

WHEREAS, only one person of 24 voting members on our present General Executive Board is a person of color, and only one of those 24 is a woman; and

WHEREAS, our future growth will depend on organizing workers and developing leaders from an increasingly diverse workforce that includes immigrants from many countries and cultures,

THEREFORE BE IT RESOLVED that we will work to promote leadership diversity at all levels of our union, through education, affirmative action in hiring, and programs designed to encourage members to run for office; and

BE IT FURTHER RESOLVED that our Union will make available contracts, bylaws and our IBT Constitution in Spanish and other languages wherever a significant number of affected members speak such a language; and

BE IT FURTHER RESOLVED we will work with civil rights and community organizations to promote progressive and unifying programs on immigration and other issues and to project the best Teamster image; and

BE IT FURTHER RESOLVED we will initiate a national campaign to win Martin Luther King Day as a holiday in all our upcoming U.S. national contracts, as well as local ones, and

BE IT FURTHER RESOLVED the International Union will commit resources, coordination an strategic campaign help to Local Unions in the battle to eliminate two-tier contracts, which divide our members and weaken our union

RESOLUTION BEFORE THE IBT CONVENTION PROTECTING THE PRIVACY OF TEAMSTER MEMBERS

WHEREAS, many of our Teamster members, along with other people throughout Canada and the United States, are concerned about issues of privacy, especially with respect to

the ability of corporations and even identity thieves to invade our privacy; and

WHEREAS, our Union has the opportunity to be a leader in the fight to protect the privacy rights of all citizens,

THEREFORE BE IT RESOLVED that the Teamsters Union will phase out the use of social insurance and social security numbers as our union identification number, and instead devise another system (which may include the last digits of the existing number); and

BE IT FURTHER RESOLVED that the Teamsters Union will take a leading role in protecting the privacy rights of all our members and all North Americans.

RESOLUTION TO THE IBT CONVENTION BUILDING RANK & FILE POWER AMONG UPS TEAMSTERS

WHEREAS United Parcel Service employs some 200,000 Teamsters, and the Teamster contract with UPS sets the standard for many more Teamsters; and

WHEREAS in 1997 our union, with the active involvement of our UPS Teamsters, won labor's "victory of the decade" with a highly successful contract campaign, strike, and bargaining team that included rank and file Teamsters; and

WHEREAS the upcoming contract with UPS will be a test of the strength, unity and resolve of our members and leaders,

THEREFORE BE IT RESOLVED that the International Union will launch a rank and file based contract campaign, in which working Teamsters will be the spokespersons and leaders, and will be included on the national and all supplemental bargaining committees, and

BE IT FURTHER RESOLVED that a field staff will be put in place to develop an active network of working Teamsters to coordinate the campaign and build unity among part time and full-time workers in every UPS building, and

BE IT FURTHER RESOLVED that the International Union will set achievable goals, which include

- Winning an additional 10,000 full-time jobs by combining 20,000 part time jobs
- Wage parity of part-time employees with full-time inside employees; wage parity for air drivers with package drivers.
- Neutrality and card-check recognition for Teamster organizing in all UPS departments, subsidiaries, including UPS logistics, to bring thousands of new Teamsters into our union and strengthen our future bargaining power.
- End all subcontracting of feeder, delivery and drop shipment work.
- Additional demands as put forward by UPS Teamsters, who will be involved in shaping the contract demands, program and campaign.

BE IT FURTHER RESOLVED that this campaign shall be taken to the public, in coalition with other unions and organizations, to rally the American people behind our Teamster demands for good full-time jobs at good wages.

RESOLUTION TO THE IBT CONVENTION INCREASED STRIKE BENEFITS FOR GREATER TEAMSTER POWER

WHEREAS, a credible strike threat is a crucial weapon in our union's collective bargaining arsenal; and

WHEREAS, General President Hoffa promised, "An immediate increase in strike benefits—with no dues increase" in 1996 and stated that he had a plan to create a strike fund that would "pay four (4) times the member's monthly dues with a $100/week minimum and a $250/week maximum"; and

WHEREAS, negotiations are upcoming for a new UPS contract and National Master Freight Agreement and no such independent strike fund is yet in place; and

WHEREAS, Teamster strikers currently receive only $55 a week in strike benefits;

NOW, THEREFORE, BE IT RESOLVED,

1) That the General President and General Secretary Treasurer present to the General Executive Board a plan for increasing strike benefits without a dues increase; and

2) That this plan be presented to, and voted on by, the GEB no later than August 1, 2001, one year before the expiration of the UPS contract.

RESOLUTION TO THE IBT CONVENTION STRATEGIC ORGANIZING PROGRAM TO BUILD TEAMSTER POWER

WHEREAS, the historic aim of the labor movement has been to organize the unorganized and to take wages and benefits out of competition; and

WHEREAS, the ability of the Teamsters Union to maximize our bargaining power and defend and advance the interests of our members depends on our ability to organize the nonunion competition; and

WHEREAS, the number of Teamster organizing victories has dropped dramatically in the last two years and the membership

of the Teamsters Union has dropped by 11,000 members during the same period; and,

WHEREAS, the nonunion competition increasingly consists of national and multinational corporations where successful organizing drives will require significant resources and coordinated campaigns; and,

WHEREAS, the individuals who are best able to promote the benefits of unionization to nonunion workers are Teamster members who work in the same industry;

THEREFORE BE IT RESOLVED

1) That the Teamsters Union establish a "Strategic Organizing Program" and launch strategic, coordinated organizing drives in freight, warehousing, food processing, and our other key jurisdictions; and

2) That the Teamsters Union establish a volunteer organizer training program that will train 1,000 members as volunteer organizers each year for the next five years; and

3) That the Teamsters Union employ rank-and-file members as project organizers to staff its strategic, coordinated organizing drives along with volunteer organizers from the Teamster rank-and-file; and

4) That the Teamsters Union cap the total aggregate salaries of all International Union officers and employees at a maximum of $150,000, eliminate the payment of multiple salaries, and direct the money saved to our organizing program.

RESOLUTION BEFORE THE IBT CONVENTION
ACCOUNTABLE PENSION TRUSTEES AND RETIREMENT WITH DIGNITY

WHEREAS Teamsters and their families depend on our pension and health and welfare funds to protect their future; and

WHEREAS some of our Funds have union trustees accountable to the members, while others do not; and

WHEREAS all Teamsters deserve a pension that allows them to retire with dignity, and yet many Teamsters work under contracts that do not yet provide for any pension at all, and others have inadequate pensions, and others do not provide health coverage for retirees,

THEREFORE BE IT RESOLVED that this IBT Convention directs the International Union to set in motion plans to make our largest Fund accountable to members and retirees, and to launch a campaign to insure that *all Teamsters* have at least a pension that allows for retirement with dignity. Specifically, this IBT Convention resolves that:

1) The Union shall work to amend the Central States, Southeast and Southwest Areas Pension and Health & Welfare Trusts so that the IBT vice presidents elected from the South and Central Regions shall be the Union Trustees to the Funds, providing membership accountability.

2) That the International Union work with all Local Unions in a program to negotiate at least some minimum pension for all those Teamsters who presently have none, and to work with all Teamster Funds to provide a minimum pension that will allow members to retire in dignity.

3) That the International Union work with all Teamster Funds to provide a Cost of Living Adjustment (not just a "13th check") for our retirees, starting with those whose pensions are below what is needed for a decent standard of living; to provide affordable health coverage to retirees; and to eliminate overly restrictive rules on reemployment outside the craft.

RESOLUTION BEFORE THE IBT CONVENTION
PENSION AND HEALTH & WELFARE FUND ACCOUNTABILITY

WHEREAS, Teamsters have established many health & welfare and pension plans, which our members rely on for their family's health care and retirement; and

WHEREAS the operation of the plans is vitally important to Teamster families; and

WHEREAS it is imperative that all of our funds be responsive to and have the confidence of our members and retirees, with membership input and accountability; and

WHEREAS some plans have been open to criticism for being out of touch with the needs of working Teamsters and retirees,

THEREFORE BE IT RESOLVED that to assure confidence in our plans and accountability to members, all Teamster benefit plans should assure that:

1) Union trustees are democratically chosen through a process in which participants are represented through an election process in which votes are cast either directly by members or by local unions and recorded and available to members; and

2) Each fund should consider the creation of a position of "Retiree Ombudsman" whose role would be to represent retiree concerns, and retirees should have an input mechanism in the selection of this ombudsman.

RESOLUTION BEFORE THE IBT CONVENTION SUPPORTING OUR TEAMSTER RETIREES

WHEREAS Teamster retirees are part of our Teamster family, and in many cases are the courageous men and women who built our union; and

WHEREAS the needs of our retirees are of the utmost concern to Teamster members and leaders; and

WHEREAS soaring health care costs have placed an undue burden on many of our retirees and driven some into poverty,

THEREFORE BE IT RESOLVED that the Teamsters Union shall establish a Benefits Coordinating Committee, whose job will be to work with all Teamster benefit plans to achieve:

1) A Cost of Living Increase mechanism for Teamster pensions, starting first with those whose pension levels are below what is necessary for an adequate retirement.

2) Affordable health care for retirees and spouses, which is presently lacking in many of our plans. If necessary, the merger of various plans needs to be explored, along with other options, to protect the needs of our Teamster retirees.

3) Minimum standards for all Teamster plans to meet, so that retirees will not be victimized by overly strict break-in-service rules, reemployment rules, health care reciprocity rules; so that all pension funds will establish a Minimum Pension and Cost of Living mechanism to assure pensions are not below poverty levels; and that all Teamster retirees will have available affordable health care.

This Committee shall publish semi-annual progress reports, available to any member or plan participant.